



December 5, 2017

The Honorable Joaquin Castro  
United States House of Representatives  
1221 Longworth House Office Building  
Washington, DC 20515

Dear Congressman Castro:

Thank you for your October 12, 2017 letter about corporate workforce diversity at Amazon. We are actively working to develop leaders and shape future talent to help us meet the diverse needs of our customers around the world. We take this work very seriously and have a team devoted to recruiting, developing, and retaining a talented, diverse set of employees.

Amazon has more than 500,000 employees around the world, and from our earliest days, we've been committed to equality in our workplace. Our long-term vision of diversity and inclusion at Amazon is a virtuous cycle that leverages our employees' unique perspectives to innovate on behalf of our customers. We continue to grow and invest in our Global Diversity and Inclusion Organization, led by a Global Director of Diversity focused on mechanisms to drive diversity and inclusion.

We believe that diversity is not only good for our business, it's also the right thing to do. We actively recruit from diverse groups on college campuses and work with organizations such as the Society of Hispanic Professional Engineers and The Association of Hispanic Professionals, among others, to recruit individuals from Hispanic communities. Most recently, we established an Amazon-wide staffing initiative aimed at recruiting, attracting, and retaining employees who have English-as-a-Second-Language (ESL) backgrounds or minimal English proficiency. This initiative includes a dedicated team of Amazon Leaders to ensure the program is successful. We are also focused on recruiting native Spanish speakers. Our recruiting programs take a holistic approach utilizing community partners to support Amazon's diversity initiatives and EEO commitments. We also employ highly localized engagement strategies with Hispanic-serving community organizations such as: Catholic Charities Immigration and Refugee Services; Manos Unidas - Hispanic American Center; local Hispanic Chambers of Commerce and the League of United Latin American Citizens, to name a few. We are also actively recruiting from non-traditional sources, including Ada Developers Academy and Apprenti, training programs that prepare a diverse workforce for jobs in the technology sector.

We are also focused on employee inclusion at Amazon and we leverage the passion and creativity of our employee Affinity Groups that bring diverse communities of employees together across businesses and geographies. Our Latinos@Amazon group hosts social and cultural events, participates in recruiting efforts at national conferences and universities, and has developed an internal mentorship program for employees. Along with our Affinity Groups, we are working to develop the skills of our employees through programs like Career Choice and the Amazon Technical Academy. Both provide opportunities for employees to consider technical careers and additional training for an accelerated career within Amazon, or elsewhere.

Amazon annually sponsors a Congressional Hispanic Caucus Institute (CHCI) Fellow for a nine month public policy fellowship in Washington, D.C. In addition, we have several lobbyists that actively participate in CHCI programming. With regard to your questions about diversity and lobbying at Amazon, more

601 New Jersey Ave., NW  
Washington, DC 20001

information and workforce data can be found at [amazon.com/diversity](https://amazon.com/diversity). Furthermore, we disclose our lobbying activity through our quarterly lobbying filings. We are happy to brief you and your staff in more detail on these initiatives at your convenience. Thank you again for your correspondence. I can assure you that diversity will continue to be an important consideration across everything that we do.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Huseman". The signature is fluid and cursive, with the first name "Brian" being more prominent than the last name "Huseman".

Brian Huseman  
Vice President, Public Policy